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**THIS DOES NOT
CIRCULATE**

**CLIFFSIDE PARK BOARD OF EDUCATION
CLIFFSIDE PARK, NEW JERSEY**

**CUSTODIAL SALARY AGREEMENT
1982-1983 1983-1984**

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**Institute of Management and
Labor Relations**

MAY 30 1985

RUTGERS UNIVERSITY

Pursuant to Chapter 123, Public Laws of New Jersey 1974, the Cliffside Park Board of Education hereby recognizes the Cliffside Park School Custodians' Association as the Exclusive and sole representative for Collective Negotiations concerning the terms and conditions of employment for all custodial personnel.

ARTICLE I - SALARIES

- A. Salary Guide for Custodians for the fiscal years 1982-1983 and 1983-1984, effective July 1, 1982:

Minimum.....\$9,000

Maximum.....\$19,000

B. **Chief Custodian:**

1. The Chief Custodian shall receive additional compensation in the amount of \$4,000 for fiscal year 1982-1983.
2. The Chief Custodian shall receive additional compensation in the amount of \$5,000 for fiscal year 1983-1984.

C. **Head Custodians:**

1. The Head Custodian in Cliffside Park High School shall receive additional compensation in the amount of \$1,000 for fiscal years 1982-1983 and 1983-1984.
2. The Assistant Head Custodian in Cliffside Park High School shall receive additional compensation in the amount of \$700 for fiscal year 1982-1983.
3. The Assistant Head Custodian in Cliffside Park High School shall receive additional compensation in the amount of \$700 for fiscal year 1983-1984.
4. Head Custodians in Schools Nos. 3, 4, 5, and 6 shall receive additional compensation in the amount of \$500 for fiscal year 1982-1983.
5. Head Custodians in Schools Nos. 3, 4, 5, and 6 shall receive additional compensation in the amount of \$500 for fiscal year 1983-1984.

D. **Maintenance Crew:**

1. Custodians who work on the Maintenance Crew shall receive additional compensation in the amount of \$3,750 for fiscal year 1982-1983.
2. Custodians who work on the Maintenance Crew shall receive additional compensation in the amount of \$4,750 for fiscal year 1983-1984.

E. **Night Shift Custodians:**

Custodians who work on the night shift in each school shall receive additional compensation in the amount of \$200 for fiscal year 1982-1983 and 1983-1984.

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F. Longevity Benefits:

All employees covered by this Agreement who have been employed by the Cliffside Park Board of Education for ten (10) or more years shall receive an additional sum of \$150.00 in their yearly salary for fiscal years 1982-1983 and 1983-1984.

G. Overtime Compensation:

The regular work week for all custodians shall be forty (40) hours. All work over eight (8) hours in any one day shall be paid at the rate of one and one-half times the custodian's hourly wage. Work on Sundays, and holidays as stated in this Agreement, shall be paid at the rate of one and one-half times the custodian's hourly wage. The overtime rate shall be computed by dividing the annual salary by 2,080 hours.

H. Salaries:

The salaries for the fiscal year 1982-1983 and 1983-1984 for all custodial personnel covered by this Agreement shall be as set forth in the Appendix (A) and Appendix (B) which is attached hereto and is hereby made a part of this Agreement.

ARTICLE II -- HEALTH INSURANCE

During the term of this Agreement, the Cliffside Park Board of Education shall provide the health care insurance protection designated below:

1. For all employees covered by this Agreement who remain in the employ of the Board of Education for the applicable full fiscal year, the Board shall make payment of full individual or full family insurance premiums, as appropriate, in the State Health Benefits Plan, for the full applicable twenty-four (24) month period commencing July 1st and ending June 30th. Coverage provided by the State Health Benefit Plan includes hospitalization, surgical, Rider J, and Major Medical Coverage.
2. For all employees covered by this Agreement who remain in the employ of the Board of Education for the full applicable fiscal years 1982-1983 and 1983-1984, the Board shall make payment of full individual or full dependent coverage in an equivalent dental plan for the full applicable twenty-four (24) month period, commencing July 1st and ending June 30th.

ARTICLE III - SICK LEAVE

During the term of the within Agreement, all employees covered by the within Agreement shall be allowed, during each year of the within Agreement, twelve (12) days of sick leave. Said sick leave shall be cumulative, and any such sick leave that remains unutilized at the end of any year of the within Agreement shall be carried from year to year and until it is used in any of such subsequent years.

ARTICLE IV - PERSONAL LEAVE

During the term of the within Agreement, all employees covered by the within Agreement shall be allowed, during each year of the within Agreement, up to three (3) personal leave days, which shall be allowed to be utilized with an explanation required for any of the following reasons:

1982-1983 and 1983-1984 Custodial Salary Agreement - continued

ARTICLE IV - PERSONAL LEAVE - continued

1. Recognition of a religious holiday.
2. Court subpoena.
3. Urgent personal business and emergencies which cannot be handled outside of school hours.
4. Leave, because of death of a relative other than in the immediate family, may be granted for one (1) day with full pay. In unusual circumstances a close friend could be considered in this category.

In addition, leave, because of death of a member of the immediate family, shall be granted for five (5) days with full compensation. Immediate family shall include: mother, father, mother-in-law, father-in-law, sister, brother, husband, wife, children.

The personal leave provided for herein shall not be cumulative. Applications for personal leave are to be made in writing and, except as otherwise provided in this ARTICLE, must state the reason that such leave is necessary. Application must be made at least forty-eight (48) hours prior to the day requested, except in emergencies. Applications shall be submitted to the Superintendent, whose approval, except as otherwise provided in the ARTICLE, must be obtained before leave can be taken.

ARTICLE V -- HOLLIDAYS

Custodians shall be entitled to fifteen (15) paid holidays during fiscal years 1982-1983 and 1983-1984, effective July 1, 1982. The specific dates for these holidays shall be agreed upon by and between the Superintendent of Schools and the Custodians' Association, and shall coincide with the school calendar for the school years 1982-1983 and 1983-1984, as approved by the Board of Education.

ARTICLE VI -- DURATION OF AGREEMENT

This Agreement shall be effective as of July 1, 1982, and shall continue in effect until June 30, 1984.

In witness whereof the parties hereto have caused this Agreement to be signed by their respective representatives, all on the _____ day of _____, 1982.

CLIFFSIDE PARK BOARD OF EDUCATION

CLIFFSIDE PARK SCHOOL CUSTODIANS' ASSOCIATION

By _____
PRESIDENT

By _____
PRESIDENT

By _____
SECRETARY

By _____
SECRETARY

Appendix (A)
1982-1983 Custodial Staff

<u>Name</u>	<u>Location</u>	<u>Yrs. of Service</u> (as of 7/1/82)	<u>Base Salary</u>	<u>Longevity</u>	<u>Chief Cust. Stipend</u>	<u>H.S. Head Cust. Stipend</u>	<u>Head Cust. Stipend</u>	<u>Night Shift Stipend</u>	<u>Maint Stipend</u>	<u>Total Salary</u>
Harry Cheselka	High	14	17,068	150	4,000	1,000				\$22,218
J. Curley	High	10	15,245	150		(Asst.) 700				16,095
T. Moan	High	4	13,425							13,425
S. LaSpisa	High	3	12,675							12,675
J. Carbone	High	10	15,475	150				200		15,825
D. Cavanagh	High	7	13,892					200		14,092
E. Murphy	High	16	17,168	150				200		17,518
F. Zimmer	High	8	14,592					200		14,792
B. Grimaldi	High	4	13,425					200	3,750	17,375
P. Vicchio	High	0 *	9,000					200		9,200
T. LaSpisa	High	4	14,150						3,750	17,900
B. Romeo	High	9	15,670						3,750	19,420
Martha Conforti (Matron)	High	15	8,450	150						8,600
L. Mancini	#4	6	13,963				500			14,463
M. Cingire	#4	0 **	9,000					200		9,200
D. Calderaro	#4	12	16,275	150				200		16,625
A. Vlechio	#4	12	15,775	150				200		16,125
J. Liptak	#2	10	15,245	150			500			15,895
G. Vistocco	#3	3	11,550					200		11,750

* Hired 6/1/82
** Hired 3/1/82

Appendix (A)
1982-1983 Custodial Staff

<u>Name</u>	<u>Location</u>	<u>Yrs. of Service</u> (as of 7/1/82)	<u>Base Salary</u>	<u>Longevity</u>	<u>Chief Cust. Stipend</u>	<u>H.S. Head Cust. Stipend</u>	<u>Head Cust. Stipend</u>	<u>Night Shift Stipend</u>	<u>Maint Stipend</u>	<u>Total Salary</u>
Frank Greces	#5	9	15,070				500			\$15,570
Frank Nawrocki	#5	4	13,425					200		13,625
G. Palaia	#6	21	17,800	150			500			18,450
C. Filala	#6	2	11,550					200		11,750
J. Maylath	#6	8	14,592					200		14,792
			\$334,480	\$1,350	\$4,000	\$1,700	\$2,000	\$2,600	\$11,250	\$357,380
<u>Total Cost</u>										<u>\$357,380</u>

1983-1984 Custodial Staff

<u>Name</u>	<u>Location</u>	<u>Yrs. of Service</u> (as of 7/1/83)	<u>Base Salary</u>	<u>Longevity</u>	<u>Chief Cust. Stipend</u>	<u>H.S. Head Cust. Stipend</u>	<u>Head Cust. Stipend</u>	<u>Night Shift Stipend</u>	<u>Maint Stipend</u>	<u>Total Salary</u>
Harry Cheselka	High	15	18,268	150	5,000	1,000				\$24,418
J. Curley	High	11	16,445	150		(Asst.) 700				17,295
T. Moan	High	5	14,625							14,625
S. Laspisa	High	4	13,875							13,875
J. Carbone	High	11	16,675	150				200		17,025
D. Cavanagh	High	3	15,092					200		15,292
E. Murphy	High	17	13,368	150						13,713
F. Zimmer	High	9	15,792					200		15,992
B. Grimaldi	High	5	14,625					200	4,750.	19,575
P. Vicchio	High	1	10,200					200		10,400
T. Laspisa	High	5	15,350						4,750	20,100
B. Romeo	High	10	16,370	150					4,750	21,770
Martha Conforti (Matron)	High	16	9,150	150						9,300
L. Mancini	#4	7	15,163				500			15,663
M. Clingire	#4	1	10,200					200		10,400
D. Calderaro	#4	13	17,475	150				200		17,325
A. Vicchio	#4	13	16,975	150				200		17,325
J. Maptak	#3	11	16,445	150			500			17,095
C. Vistocco	#3	4	12,750					200		12,950

Appendix (B)

[illegible]